



CIVIL WRITES

Summer 2001

VOLUME 14, ISSUE 2

Students Taking On Prejudice

By Qaadir Williams, Summer Student, ACT-9

I was very surprised to arrive here and see a mediation organization. It's pretty ironic



because one of the reasons mediation doesn't work in my school well is that students feel as though they are too grown for it. They believe that

mediation is for children and they do not realize age is not a barrier for successful mediation, only narrow-mindedness.

I've been a mediator and an active member of Students Taking On Prejudice (S.T.O.P.) since my freshman year (I'm now a senior). S.T.O.P. is an organization that promotes unity through diversity. One of our many ways of doing so is by going into classrooms, upon request, and leading discussions that eventually bring out those prejudices in the students. After all of the prejudices are drawn forth, the presenters, along with the class, work on finding reasons behind these feelings. Once that is accomplished we then work on diluting those prejudices by educating.

Successful mediation and promoting our cause is not easy in our school. I've learned that most students are already set in their ways.

Even the best presentation that man can give in a 1-2 hour time period won't over shadow a person's everyday lifestyle. In knowing that, I do not go into classrooms intending on changing people; I go in with the mindset that ignorance spawns close-mindedness, which in the end spawns prejudice. Believing that takes a lot of pressure and stress off me because now I am able to understand why a person walks out unchanged. I am good at educating my peers. I am able to walk into a room with confidence. I strongly believe that when I leave a classroom, individuals have learned something or they have something to think about that they would not normally give the time of day.

Each and every one of our members can educate, but there are still more obstacles to conquer. Another reason why our cause is a hard fight is because most students are shallow and they really care about their reputation. Most people just go along with the majority so that they will not be considered low on the social scale. In doing that, they do not speak up and what they have to say differs from everyone else's. I have a unique way of getting through to those people.

Continued on page 2



CIVIL RIGHTS OFFICER

Richard Newman

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ACT-9

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ACT-9

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ACT-9

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ACT-1

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Summer Student
ACT-9

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ACT-600

Ray Stover
ACT-1A

Carleen Genna -
Stoltzfus
ACT-70



Students Taking on Prejudice (S.T.O.P.)

(Continued from page 1)



In societies like what I have just described, popularity says a lot, and I am pretty

popular. I use that to my advantage because I have the ability to be heard and listened to whereas others are not even given proper attention. Since I have an influence on people, I have the ability and responsibility to set a proper example, in recognizing that I have been able to excel in what I am trying to do.

Our club makes a bigger and bigger impact on our school every year. Just this past June, we had an international festival on our football field. This festival was an all day festival open to our students as well as anyone from the community. The 57 countries and 38 different languages that make up our school each had their own table with their nation's flag, native music, information, posters, and native food for the visitors to eat. We also had a stage in the middle of the field that had performances from different cultures every ten or so minutes. It was a grand experience because each and every nation and culture was respected and supported by mostly everyone and everyone who went with an open mind left with a little more to consider next time they pass judgment based on race, religion, age, nationality, sex, sexual orientation, handicap, or color.



CENTER DIRECTOR'S MESSAGE - "JAM WITH ANNE" By Anne Harlan, ACT-1

Dear Technical Center Employees,

These are exciting days, as we anticipate a new FAA Air Traffic Organization, which will stand up in October. Some of our ACT-200 employees already have joined the new Terminal Business Service (ATB), which "stood up" as a new entity on July 1. The ATB is a performance-based FAA organization that is responsible for providing terminal air traffic control capabilities. ATB includes elements that were separate acquisition and operations organizations and puts them under one roof with a single point of accountability.

Last week, I announced my intention to hold a new round of informal "Jam with Anne" meetings, similar to the ones I held throughout the Technical Center last year. A "Jam with Anne" is an informal meeting where you and I can discuss the reorganization of the Technical Center that will take place in October.

All employees and managers are cordially invited to attend any of these meetings. Just pick a date, time, and place that works for you, and show up. The meetings will be held as follows.

DATE	TIME	LOCATION
Tuesday, August 28	1:00 p.m. - 2:30 p.m.	Auditorium
Wednesday, September 5	9:00 a.m. - 10:30 a.m.	Building 28 Conference Room
Wednesday, September 26	9:30 a.m. - 11:00 a.m.	Hangar Mezzanine
Wednesday, October 3	9:00 a.m. - 10:30 a.m.	TSF
Wednesday, October 10	9:30 a.m. - 11:00 a.m.	ACT-200 Conference Room
Wednesday, October 24	9:30 a.m. - 11:00 a.m.	Back of Cafeteria

In closing, I want to remind you that not everything has been worked out yet, with regard to the reorganization. We all need to remain flexible, yet committed, to getting this job done, which I know we will do with your cooperation.

Sincerely,

Anne Harlan





OCEAN CITY AIRFEST & MARGATE FALL FUN FEST

On Saturday, September 22, 2001 the **Ocean City Municipal Airport** is sponsoring its' annual Airfest

from about 9:00 a.m. till 4:00 p.m. The William J. Hughes Technical Center provided the KingAir 200 with lots of support literature and tours of the aircraft last year. We would love to repeat this event this year, but need some desperate help in manning the booth. Shifts can be established throughout the day, you need not stay the entire day, but 2 hr shifts would be appreciated. Last year we had over a dozen volunteers from managers of divisions to wives of employees so please don't think that your expertise is not valuable. Anyone who wishes to see the airfest, visit with the many children & families, and have a genuine great time please set aside Saturday, September 22, 2001. **Please cc:Mail Carleen Genna-Stoltzfus and let us know what time you would prefer to volunteer.** We need individuals from 8:30 a.m. to 4:30 p.m. and 2 hr. shifts would be great, but we'll take one hour if need be. We'd love to see last years volunteers join us again this year.

The second activity **MARGATE FALL FUN FEST** will take place on September 29 & 30 from 10:00 a.m. to 7:00 p.m. both days. We would be so happy if volunteers could find some time in their busy schedule to support this event. The shift times can be worked out for both or either day with a start time of 9:30 am - 7:30 pm. **Please cc:Mail Carleen Genna-Stoltzfus or call X5-6515.**

Both of these activities will aid the communities in their Youth and Fellowship, as well as help the next generation understand the relevance of airplanes, aviation careers, and what we do here at the Tech Center.

Thank you in advance for your support
Barbara Para



NAFEC ASSOCIATION Calendar of Events 2001

Children's Holiday Party
Saturday December 8

Tickets \$7.00 per child for members, \$10.00 per child
others Tickets available starting 11/19.

Tickets are **ONLY** available at the NAFEC Sales Table on
Tuesdays & Thursdays, 11:30 to 12:30.

Tickets available at the sales table daily 2 weeks prior to event.
Tickets **MUST** be purchased in advance.



SPECIAL OBSERVANCES

SEPTEMBER 2001

Hispanic Heritage Month
September 15 to October 15

Ocean City Airfest
September 22

Margate Fall Fun Fest
September 29 & 30

Little Flyers Academy
Child Care Center Openings

OCTOBER 2001

People with Disability Month



Building “People” Support

By the Office of Disability Employment Policy (ODEP)

Gaining the support and commitment of supervisors requires planning, education, support, and feedback. The supervisor is the key to the success of the worker with a disability.

You can help supervisors prepare for the specific needs of the individual by providing written information, contacts with community resources, and interaction with people who have disabilities. Depending on the size of your organization, it might be best to develop a training program for all supervisors using knowledgeable people who can lead discussions about the role of the supervisor. This will create an internal network and increase awareness throughout the organization. Use accurate facts and data to help the supervisor enter the relationship with a realistic, positive attitude.

Knowledge of a person's performance expectations, reliability, and special needs is paramount. For example, knowing that most workers with disabilities are extremely dependable and responsible will help the supervisor begin to see the person as an asset. Apprehension may not totally disappear until the supervisor has experienced some degree of success with workers who have disabilities. But the new or experienced worker with a disability should be held to the same standard of performance against which non disabled workers are measured.

Ongoing support from others, particularly top management, is important. Management must be clear about its commitment, providing consistent goals to the supervisor and the worker. This should include support and encouragement for supervisors who successfully manage workers with disabilities. You can also assist by listening to the supervisor's concerns, providing feedback, praising his or her successes, and encouraging efforts to make a good supervisor a role model. Also, he or she will probably derive satisfaction by seeing someone become a productive part of your organization.

Start by involving the supervisor in the employment process, including recruitment, interviewing, and job modification. The supervisor will know what is expected of him or her and will become aware of the independence that most workers with disabilities wish to attain. With the exception of possible job accommodations, the supervisor's role should not significantly change.

A supervisor should ensure that an employee with a disability has the same opportunity as other workers to fully and effectively perform job duties. Indeed, being overly cautious or protective will have a negative effect on the person's career mobility, self-esteem, and relationships with co-workers. The primary responsibility for getting help once on the job rests with the worker. However, if an employee is obviously unable to perform the essential functions of a job because of a disability, then the employer must find a reasonable accommodation that would enable this person to perform these functions. It is possible that the supervisor may be unsure of his or her own abilities and require extra coaching and support. Still, increasing understanding and ability to supervise workers with disabilities needs to become an integral part of the supervisor's responsibilities.

Remember, you can help ensure success for the supervisor by:

1. Carefully planning a process for gaining support;
2. Involving the supervisor in the employment process;
3. Providing education and resources;
4. Providing coaching and feedback; and
5. Rewarding results.

And be sure to publicize your commitment and actions so that everyone in your workforce becomes a part of the process.

At a branch of Lockheed Martin Energy, an employee had his arms amputated and came back to work with prosthetics. Because of the prosthetics, he could not turn the doorknobs at the building where he worked. As a reasonable accommodation, the company changed all the knobs to levers. This accommodation for one employee with a disability proved beneficial for every other employee in the building. Employees carrying a load of boxes or who otherwise have their hands full can just elbow the lever and the door opens. [Http://www.dol.gov/dol/odepl/](http://www.dol.gov/dol/odepl/).

Atlantic City Rescue Mission

Donation Box in the atrium Your help is needed!

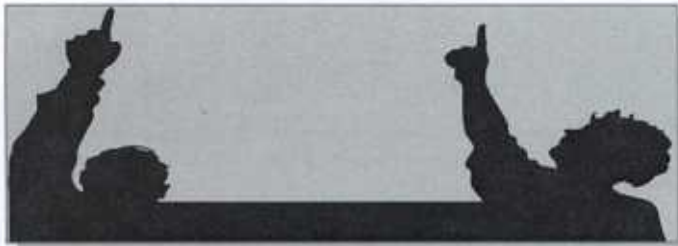


Serves approximately 800 men, women, and children each year with the provision of food, shelter, clothing, and other necessities.

Please donate any unwanted items from the list below:

- ⇒ Seasonal Clothing donations for men, women, and children;
- ⇒ Personal Care Items (toothpaste, toothbrushes, shampoo, liquid hand soap, spray antiperspirant);
- ⇒ Office Supplies (letter size manila file folders, note pads, pens);
- ⇒ First Aid Products (aspirin, cough and cold medication, band-aids);
- ⇒ Paper Products (toilet tissue, tissues, paper towels; and napkins);
- ⇒ Housewares (linens, towels blankets, dishes, pots);
- ⇒ Books/toys/games;
- ⇒ Monetary donations welcome: (609) 345-5517 ext. 20.

If you have any questions, please contact Linda at (609) 485-5169 or Kathy at (609) 485-7910



THE 3RD INTERNATIONAL SYMPOSIUM ON EXPLOSIVES DETECTION AND AVIATION SECURITY TECHNOLOGIES

Dates: November 27-30, 2001

Location: Atlantic City, New Jersey

Symposium Topics: Bulk Detection, Trace Detection, Deployment, Aircraft Hardening Human Factors, Airport Security Technology Integration, Testing.

Sponsored by: FAA Aviation Security R&D Division & National Safe Skies Alliance

For Additional Information go to: http://www.safeskiesinternational.org/symposium_2001.htm

"COMMUNICATE WITH THE DEAF"



VISIT THE FOLLOWING WEBSITES FOR VALUABLE INFORMATION

1. [HTTP://WWW.HANDSPEAK.COM](http://WWW.HANDSPEAK.COM)
2. [HTTP://WWW.DEAFBASE.COM](http://WWW.DEAFBASE.COM)
3. [HTTP://WWW.DEAFNESS.ABOUT.COM](http://WWW.DEAFNESS.ABOUT.COM)
4. [HTTP://WWW.DEAF.COM](http://WWW.DEAF.COM)

For more information
contact Kimberly Tweedle via ccmil or
at Kimberly.Tweedle@tc.faa.gov





WILLIAM J. HUGHES TECHNICAL CENTER DIVERSITY COUNCIL DIVISION MEMBER LIST



By Ray Stover, ACT-1A

MEMBER	EXTENSION	ALTERNATE	ORGANIZATION
Rodger Mingo	5-6489	Ray Stover	ACT-1A
Richard Newman	5-6675	Vienna Drago	ACT-9
Jim Olivo	5-6643	Donna Young	ACT-10
Yvonne Moy	5-4862	Betty Ford	ACT-30
Ken Beisel	5-5233	Jose Benitez	ACT-50
Carolyn Pokres	5-6672		ACT-70
Stephen Beamer	5-5823		ACT-200
Kiem Hoang	5-6847		ACT-300
Alex Storez	5-5649		ACT-400
Kimberly VanDongen	5-5902	Mary Rozier-Wilkes Ed Mac	ACT-500
Paul Lawrence	5-6390		ACT-600
Rosanne Weiss	5-4370	Jennelle Derrickson Stacy Graves	AAR-400
Sam Crowell	5-4273		AOS-400

HANDICAPPED ACCESSIBILITY EXPANDS TO LABORATORY AREAS

By John Filder, ACT-600



ACT-600 has recently completed a project to install low energy automatic swing door operators and controls on all 2nd and 3rd floor laboratory entrances in the Technical Building (Building 300). In addition, a similar project is currently underway for one of the two walkway bridges which link the laboratories of Building 300 to laboratories in the Advanced Automation System Building (Building 316). The automatic operators and controls are just one step in ACT-600's ongoing efforts to bring our facilities into full compliance with Uniform Federal Accessibility Standards (UFAS) for barrier free access for the physically handicapped. Following a card swipe security reading, the labs may be entered by either manually opening the doors or by depressing the palm pad for automatic door operation. Exiting can also be done in either fashion.





"Mediation"

Vienna L. Drago, ACT-9,
is available to speak at
Division/Branch
All Hands Meetings on the
benefits of using
mediation to resolve
conflicts at the
lowest level possible

Please contact her at 5-5730
or via cc:mail with the
date and time of your next
All Hands Meeting

Thank you!



LET'S TALK !



IF YOU WOULD LIKE TO
DISCUSS EQUAL EMPLOYMENT
OPPORTUNITY ISSUES WITH
RICHARD NEWMAN,
CIVIL RIGHTS OFFICER,
YOU MAY CONTACT HIM
AT (609) 485-6675 OR VIA CC:MAIL



INTERNET:

RICHARD.NEWMAN@TC.FAA.GOV



If you have any suggestions for an article
or would like to submit an article,
please cc:mail Kimberly B. Tweedle or write:
FAA William J. Hughes Technical Center

DEADLINE IS OCTOBER 26



Ms. Kimberly B. Tweedle
Civil Rights Staff, ACT-9
Atlantic City International
Airport, NJ 08405



Kimberly.Tweedle@tc.faa.gov

FAA WILLIAM J. HUGHES TECHNICAL CENTER'S



Richard Newman
Civil Rights Officer
(609) 485-6675



Karen Jost
Equal Employment Opportunity Assistant
(609) 485-6675

Cheryl L. Wilkes
Equal Employment Opportunity Specialist
(609) 485-6676

Margaret R. D'Ambra, Sr.
Equal Employment Opportunity Specialist
(609) 485-4814

Kimberly B. Tweedle
Administrative Support Assistant
(609) 485-7454 (TTY) - Relay Service: 711

Vienna L. Drago
Detail - Equal Employment Opportunity Assistant
(609) 485-5730

Lee Whilden
Detail - Computer Specialist
(609) 485-6729

**WILLIAM J. HUGHES TECHNICAL CENTER
SPECIAL EMPHASIS PROGRAMS/EMPLOYEE ASSOCIATIONS/UNION OFFICIALS**

EMPLOYEE ASSOCIATIONS

APAC - Asian and Pacific American Coalition
President - Ayaz Ahmad, AOS-330
(609) 485-7740

GLOBE - Gay Lesbian or Bisexual Employees
Director - Rosanne Weiss, AAR-424
(609) 485-4370

***NAAN - National Native American/Alaska
Native Coalition of Federal Aviation Employees**
Representative - Stephen F. Beamer, ACT-230
(609) 485-5823

***NCFAED - National Coalition of Federal
Aviation Employees with Disabilities**
Representative - Stephen F. Beamer, ACT-230
(609) 485-5823

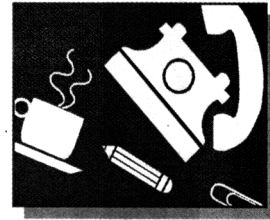
**NBCFAE - National Black Coalition of Federal
Aviation Employees**
President - Kenneth W. Hitchens, ACT-51
(609) 485-6125

**NHCFAE - National Hispanic Coalition of
Federal Aviation Employees**
President - José L. Pérez-Torres, ACT-520
(609) 485-5365

NSBE - National Society of Black Engineers
President - Angela Lewis, ACT-230
(609) 485-6916

TWO - Technical Women's Organization
President - Marie Sharpe, AOS-400
(609) 485-6954

***Currently, there is no local chapter.**
Mr. Stephen F. Beamer is the
FAA William J. Hughes
Technical Center's Representative
for the Coalition



SPECIAL EMPHASIS PROGRAMS

FWP - Federal Women's Program
Program Manager - Courtney Dudley, ACT-240
(609) 485-6985

HEP - Hispanic Employment Program
Program Manager - Anthony Rodríguez, ACT-411
(609) 485-5396

PWDP - People With Disabilities Program
Program Manager - Stephen F. Beamer, ACT-230
(609) 485-5823

UNION OFFICIALS

NFFE Local 1340 - Lucien W. Dansby, ACT-71
(609) 485- 6651

AFGE Local 2335 - Harry Krumaker, ACT-630
(609) 485-8640

AFGE Local 200 - Robert Schwartz, AOS-420
(609) 485-6157

**The William J Hughes
Technical Center**



Civil Rights Staff

CIVIL WRITES



FAA WILLIAM J. HUGHES TECHNICAL CENTER'S EEO COUNSELORS October 2001



Name:	Telephone#:	Organization:
Yulanda L. Beale	(609) 485-5218	ACT-232
James L. Crawford	(609) 485-8626	ACT-51
Luci Holemans	(609) 485-6590	ACT-360
Carolyn S. Pokres	(609) 485-6672	ACT-70
Brigham R. Seaver	(609) 485-6941	ACT-540
Raymond C. Stover	(609) 485-4404	ACT-1A
Baxter R. Stretcher	(609) 485-5341	ACT-320
Kenneth L. Stroud	(609) 485-6565	ACT-640
Merkia J. Weathers	(609) 485-5224	ACT-232
Samuel L. Wilson	(609) 485-6249	ACT-410

Federal Law prohibits discrimination against employees and applicants for Federal employment or job opportunities on the basis of race, religion, color, sex, national origin, age (over 40), handicap (physical or mental), or reprisal.

Federal Law prohibits restraint, interference, coercion, discrimination, or reprisal against persons who pursue discrimination complaints, against their representatives, or because of opposition to unlawful discrimination.

An employee or applicant who believes that he/she has been discriminated against, must first consult with an EEO Counselor within 45 calendar days of the incident, or if a personnel action, within 45 calendar days of its effective date.

An employee or applicant who wishes to be an agent for a class of present and/or former employees or applicants and who believes he/she has been discriminated against, must first consult with an EEO Specialist, Civil Rights Staff, ACT-9, within 45 calendar days of the matter or, if a personnel action, within 45 calendar days of its effective date.

Effective March 7, 1998, non-bargaining unit employees may file a complaint of discrimination based on Sexual Orientation. This may be initiated through contacting an EEO Counselor within the same timeframes described above. This is not Federal Law. These new procedures are pursuant to the Secretary's Equal Employment Opportunity Policy Statement and were issued by the Department of Transportation on November 7, 1997. Bargaining Unit Employees that feel they have been discriminated against based on Sexual Orientation should contact their designated unions for information on the grievance process.

**If you have any questions regarding the
Discrimination Complaint Process,
please contact a member of the
Civil Rights Staff, ACT-9,
at (609) 485-6675.**





LISTING OF THE ARA DIVERSITY ADVOCATES



ARA DIVERSITY ADVOCATES
FEBRUARY 16, 2001

ORGANIZATION DEVELOPMENT:

Assess Organizational Climate

Jack Jackson, ABZ

Analyze Data, Develop Metrics

Rosanne Weiss, AAR-400

Ray Stover, ACT-1A

Assist and Facilitate Resolution of Organizational Issues

Rodger Mingo, ACT-1A

Jacqueline Rehmann, ASD at ACT-500

TRAINING

Provide or arrange for MWE, EEO, diversity training for the ARA work force

Helen Woodland, ASU

Analyze completed training for application in the work force

Viscount Thurston, AND

OUTREACH AND RECRUITMENT

Assess recruitment needs; network with internal and external sources

Sabrina Sanders-Hodge, AAR

Pat Weaver, AAR (at NASA Langley)

Beverly Bond, ASU (focus on people with disabilities)

Coordinate Intern Program

Vincent Nguyen, AND

Coordinate developmental programs

Sharon McMillan, AUA

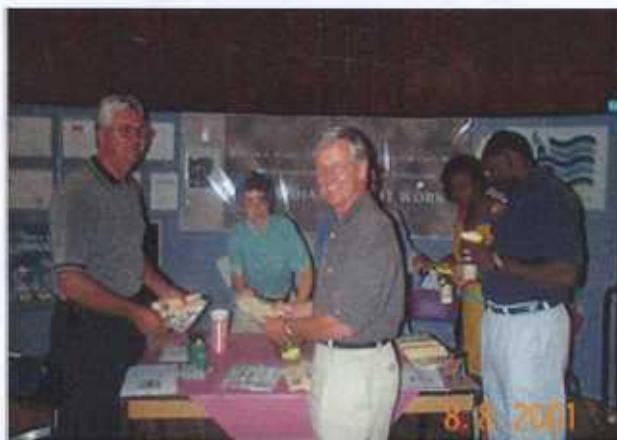


FAA William J. Hughes Technical Center Mediation Fair Held on August 8, 2001 By Vienna Drago, ACT-9



The Civil Rights Staff, ACT-9, held a Mediation Fair in the Atrium on August 8. Activities included popcorn, which was cordially distributed to Technical Center employees by ASI Food Service, gifts, and door prizes. The Mediation Fair was a huge success! Members of the Civil Rights Staff were on hand to answer questions and address concerns of our employees. Brochures and handouts were also available. The Civil Rights Staff would like to extend a thank you to Ralph Barile, and Paul Ruth of ASI Food Service; Rosanne Weiss, AAR-400; Debbie Capasso, NAFEC Association, and ACT-70 and ACT-600 for their support.

MEDIATION WORKS



Next to page 12 - List of Meditors

CIVIL WRITES



FAA William J. Hughes Technical Center Mediators as of July 2001



Name:	Organization:	Extension:
Al Cannizzaro*	ACT-10	(609) 485-6627
Brent Cutler	ACT-210	(609) 485-4352
Fran Crooks	ACT-520	(609) 485-4168
Bill Dawson	ACT-73	(609) 485-8508
Lou Diorio	ACT-601	(609) 485-4429
Vienna Drago*	ACT-9	(609) 485-5730
Tess Gilliam	AOS-540	(609) 485-4301
Brian Higgins	AOS-270	(609) 485-4243
Al Jefferson	ACT-230	(609) 485-7390
Fran Mackuse	ACT-220	(609) 485-5207
Pat McKernan	AOS-530	(609) 485-6224
Mike Meier	AOS-430	(609) 485-5257
Rich Mendell	ACT-420	(609) 485-4283
Suzanne Newman	AOS-430	(609) 485-6364
Al Oswald	ACT-300	(609) 485-7170
Nancy Proctor	ACT-230	(609) 485-6826
Larry Rovani	ACT-510	(609) 485-5130
Roger Sherry	AOS-420	(609) 485-5924
Rosanne Weiss	AAR-424	(609) 485-4370
Cheryl Wilkes*	ACT-9	(609) 485-6676
Leona Wilkes*	ACT-10	(609) 485-8897
Cyndy Windsor	AOS-540	(609) 485-4266
Tom Wood	ACT-10	(609) 485-5760
Armando Gaetano	ACT-370	(609) 485-5895
Butch Dansby	ACT-71	(609) 485-6651



→ * Also Serve as Early Resolution System (ERS) Mediators ←